

CLEVELAND PUBLIC LIBRARY
Joint Finance & Community Services Committee Meeting
April 14, 2009
Trustees Room Louis Stokes Wing
12:00 p.m.

Present: Ms. Butts, Mr. Corrigan, Ms. Rodriguez, Mr. Seifullah

Absent: Mr. Hairston, Mr. Werner, Ms. McClung

Ms. Butts called the joint meeting of the Finance Committee and Community Services Committee to order at 12:12 p.m.

FINANCE COMMITTEE MEETING

Resolution to Implement Internal Selection Process for Bargaining Unit Positions

Director Thomas gave the history and background on a proposal provided by Linda Brown, Partners for Organizational Success, resulting from an audit and assessment of the hiring process of bargaining unit positions completed in 2008. The proposal for the second phase is designed to support the Human Resources Department by enhancing and improving the selection and hiring process for bargaining unit positions and includes project scope as well as project activities and work including changes in Human Resources policy, practice and manager training. The second phase of this project is to begin in May, 2009.

Sharon Tufts, Human Resources Administrator stated that union leadership and legal counsel, Attorney Tom Barnard, are aware of the proposal's recommendations resulting in this resolution.

After a lengthy and detailed discussion that included: seniority vs. clear and convincing standards, "show-what-you-know" interview components, job descriptions and labor negotiations, Mr. Corrigan stated that this item would go to the full board for approval.

Financial Status Update

Sandy Kuban, Finance Administrator, stated that next month she would present the tax budget for 2010. OLC is saying that PLF could be down more than the 10% originally predicted. The General Fund receipts report states that PLF is down about 1% in March, 2009 when compared to last year's collection percentage at March 31, 2008, putting us under \$200,000. We are doing well in General Property Tax. In March, we collected 54% compared to what we had budgeted. Investment income is very low. To date, we have received 14% in comparison to last year's 44% of collections to certified. Salaries and benefits are being watched closely. We are slightly

ahead on the expenditures side. The tax budget is needs-based and as it is trimmed, we will be looking at flat revenue with an increase on the salaries and benefits side if the current trend continues. We do have an option of putting together a temporary budget for January – March, 2010 if we are still going through union negotiations.

Mr. Corrigan commended Director Thomas and Administrators for closely monitoring salaries and benefits and identifying ways to increase savings.

COMMUNITY SERVICES COMMITTEE MEETING

Policy for Patron Guidelines

Timothy Diamond, Planning and Research Administrator, gave a detailed presentation on the history of the Policy on Patron Guidelines at Cleveland Public Library including the recommendation from the Library's legal counsel at the Cuyahoga County Prosecutor's Office to include a section on enforcement and provisions that provide due process to patrons whose library privileges have been suspended.

As a result, the Library's Administration developed corresponding procedures for providing due process to those patrons as a revision to the policy. Mr. Diamond gave an overview of the Patron Guideline Case Review Procedure.

Mr. Corrigan stated that the Community Services Committee be authorized as the appeal board to review patron appeal requests as opposed to the full board.

After discussion, Ms. Rodriguez stated that this item would go to the full board for approval.

Ms. Butts adjourned the Joint Finance & Community Service Committee meeting at 1:00 p.m.